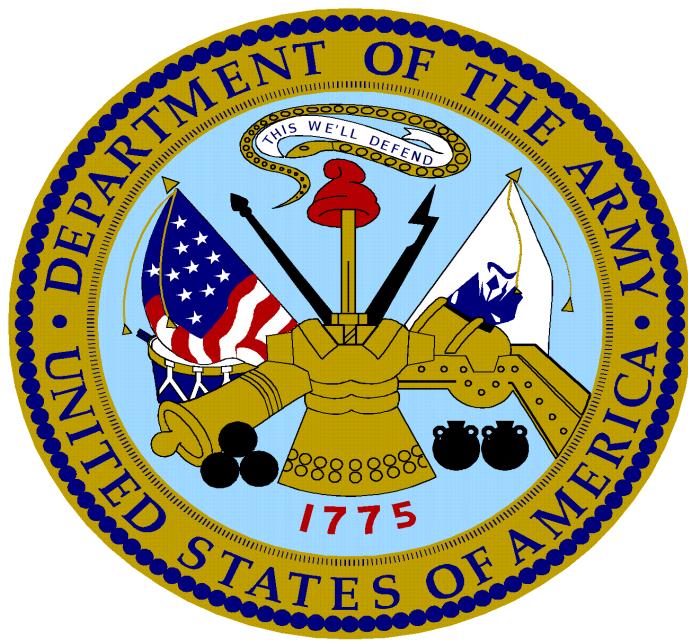




# BRANCH BRIEFING



**MAJ Corey Weller**  
**CAPTAIN'S ASSIGNMENTS OFFICE**



# Briefing Outline

- **Introduction**
- **Army “Need to Know”**
- **HRC/ AG Branch Overview**
- **Officer Selection Board Process**
- **Career Field Designation Board (CFDB)**
- **Assignment Information**
- **Final Thoughts/Questions?**



U.S.ARMY

# OUR ARMY AT WAR RELEVANT AND READY





# Army “Need to Know”

---

- Announced Army theme  
**“Our Army at War...Relevant and Ready”**
- Announced CSA 16 Focus Areas
- Published Army Strategic Planning Guidance
- Announced “Every Soldier a Rifleman”
- Announced Soldier’s Creed
- Asked “where are our dog tags?”
- Published rotation plan
- Published Stop Loss/Stop Move and implementing ALARACT
- Approved TF Stabilization plan
- Designated ARCENT as a MACOM
- Promoted new G-1

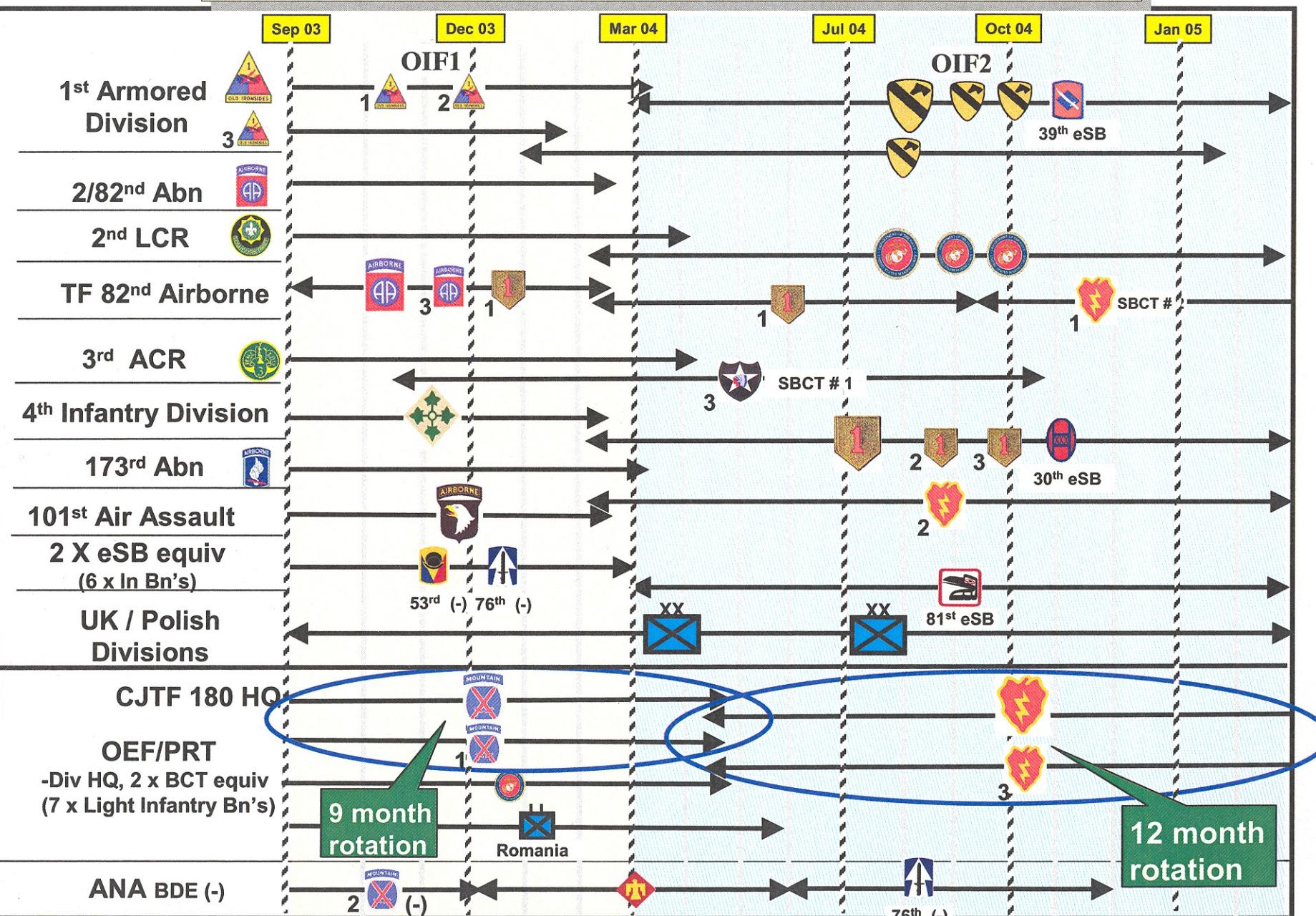


# CSA's Focus Areas

---

- **Train & Equip Soldiers & Grow Leaders**
  - Develop Soldiers With Warrior Ethos
  - Prepare Future Generations of Senior Leaders (Bench)
  - Examine Army Aviation Role on the Joint Battlefield
  - Train / Educate Army Members of Joint Team (Leader Development and Education)
  - Focus Training (Context, Joint, Expeditionary)
- **Provide Relevant and Ready Land Power**
  - Integrate & Expedite Current to Future Force
  - Leverage/Enable Interdependent, Network-Centric Warfare (Network)
  - Create Modular, Capabilities-Based Unit Designs
  - Develop a Joint and Expeditionary Mindset
  - Align AC/RC [Balance] within the Current Security Context
  - Ensure Unit Stability, Continuity and Predictability (Force Stabilization)
- **Enable the Force**
  - Actionable Intelligence (**New Area**)
  - Enhance Installation Ability to Project Power & Support Families (Installations as Flagships)
  - Redesign Resource Processes to be Flexible, Responsive, & Timely
  - Communicate the Army Story (Strategic Communications)
  - Clarify Authorities, Responsibilities, and Accountability

# Ground Force Rotation Plan: OIF and OEF





# Soldier's Creed

---

**I am an American Soldier.**

**I am a Warrior and a member of a team. I serve the people of the United States and live the Army Values.**

***I will always place the mission first.***

**WARRIOR ETHOS**  
*I will never accept defeat.  
I will never quit.*

***I will never leave a fallen comrade.***

**I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills. I always maintain my arms, my equipment and myself.**

**I am an expert and I am a professional.**

**I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.**

**I am a guardian of freedom and the American way of life.**

**I am an American Soldier.**



## HRC “Need to Know”

---

- PERSCOM designated **Human Resources Command**
- Created, established and executed Officer Distribution System (ODS) for summer 2004 fill
- R&R flights and CMAOC support



# HRC Priorities

---

- **The Global War on Terrorism**
- **Army Transformation**



**Soldiers from Bravo Company, 101st Airborne Division (Air Assault), prepare to move out after being dropped off by a CH-47 Chinook helicopter in the battle zone in eastern Afghanistan during Operation Anaconda.**

**U.S. Army Photo by Sgt. Keith D. McGrew**



# YOUR AG BRANCH TEAM



**LTC Debra Head**  
**Chief & LTC Assignments Officer**

**MAJ Steve Fischer**  
**Majors Assignment Officer**

**MAJ Corey Weller**  
**Captains Assignment Officer**

**CPT Frank Walker**  
**Lieutenants Assignment Officer**

**CPT Makalena Shibata**  
**Future Readiness Officer**

**MRS. Gloria Dogans**  
**Human Resources Assistant**

<b>AG Branch Totals</b>		
<u>Auth</u>	<u>FRO/LT</u>	<u>Excess</u>
<u>Total</u>		
3	2	0
<b>Ft. Jackson's TDA</b>		



# MISSION



***ASSIGN THE  
RIGHT  
OFFICER  
TO THE RIGHT  
JOB  
AT THE RIGHT  
TIME***



- Army Requirements
- Officer Professional Development
- Officer Personal Desires PLUS:
  - Pre and Post Board Scrubs
  - Officer Counseling and Guidance
  - Command and G1 Slates
  - Miscellaneous Personnel Actions



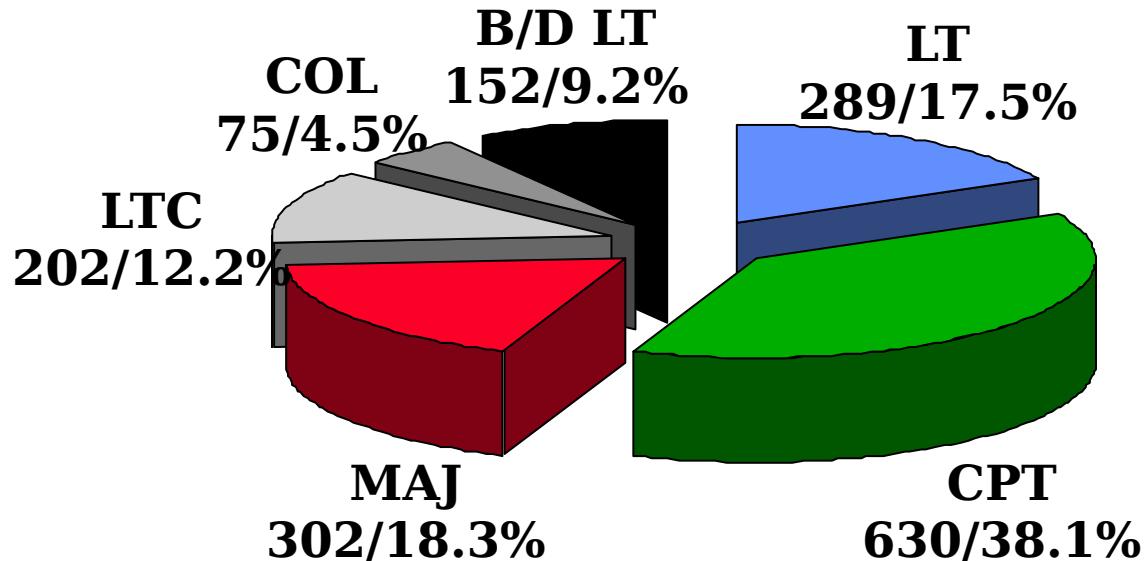
# AG Branch Goal

- **Provide “World Class” Management and Professional Support to our officers and our Corps**



# AG POPULATION BY GRADE

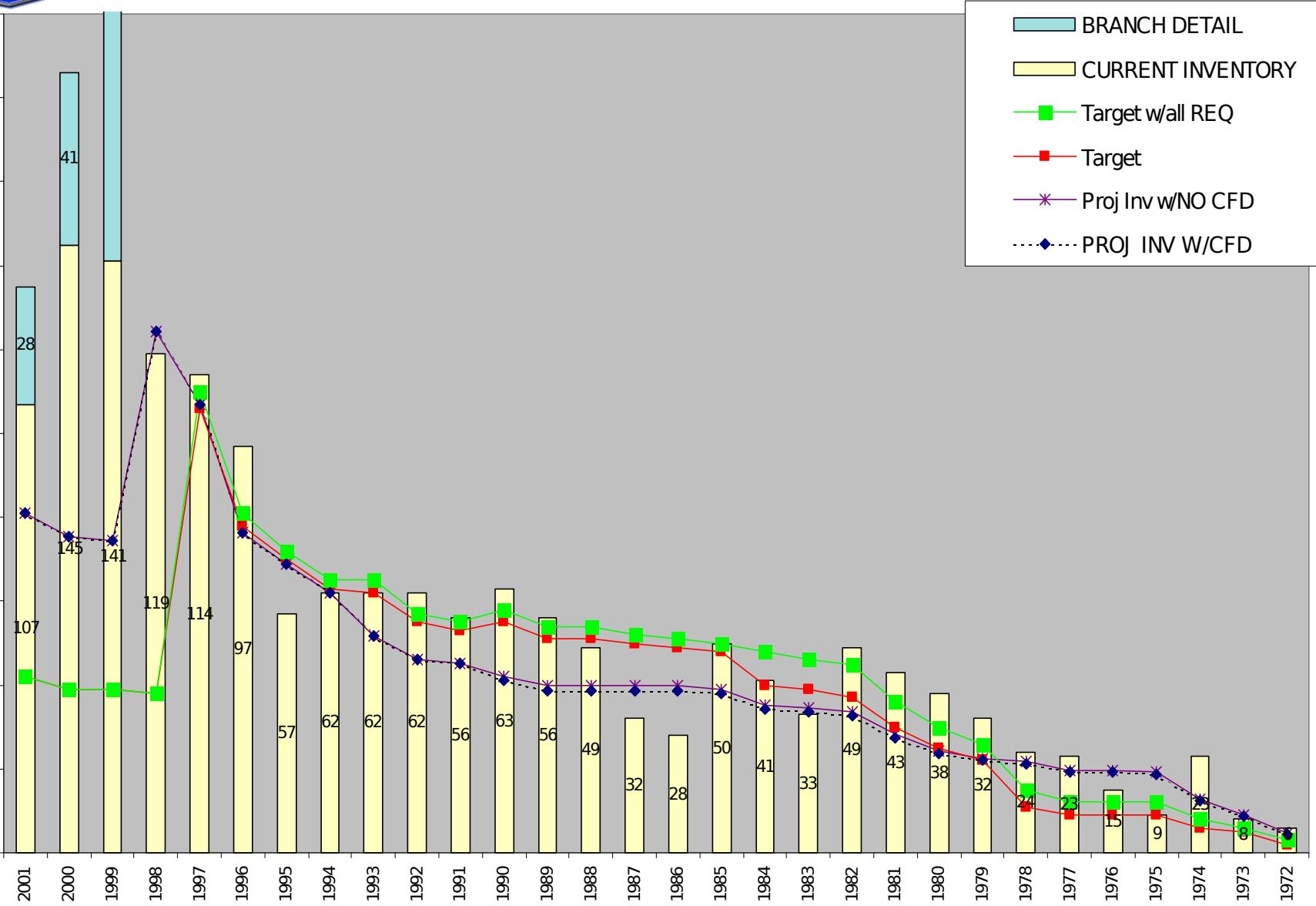
*Total Population = 1,650*



**As of Nov 03**



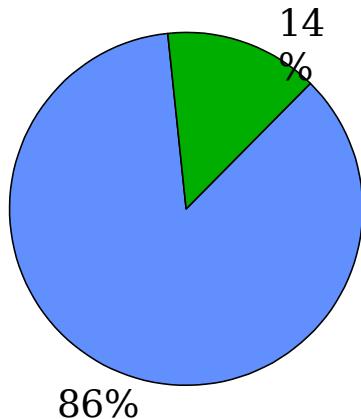
# YG POPULATION



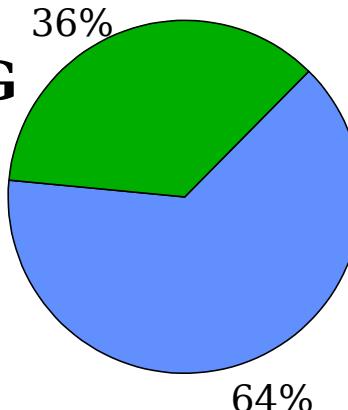


# AG DEMOGRAPHICS

ARM  
Y

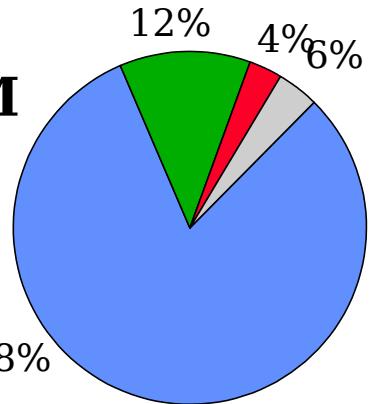


AG  
GENDE  
R

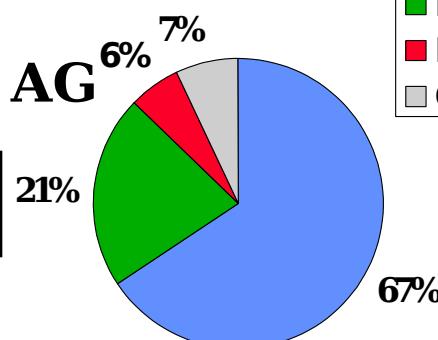


MALE  
FEMALE

ARM  
Y



AG  
REDCA  
T



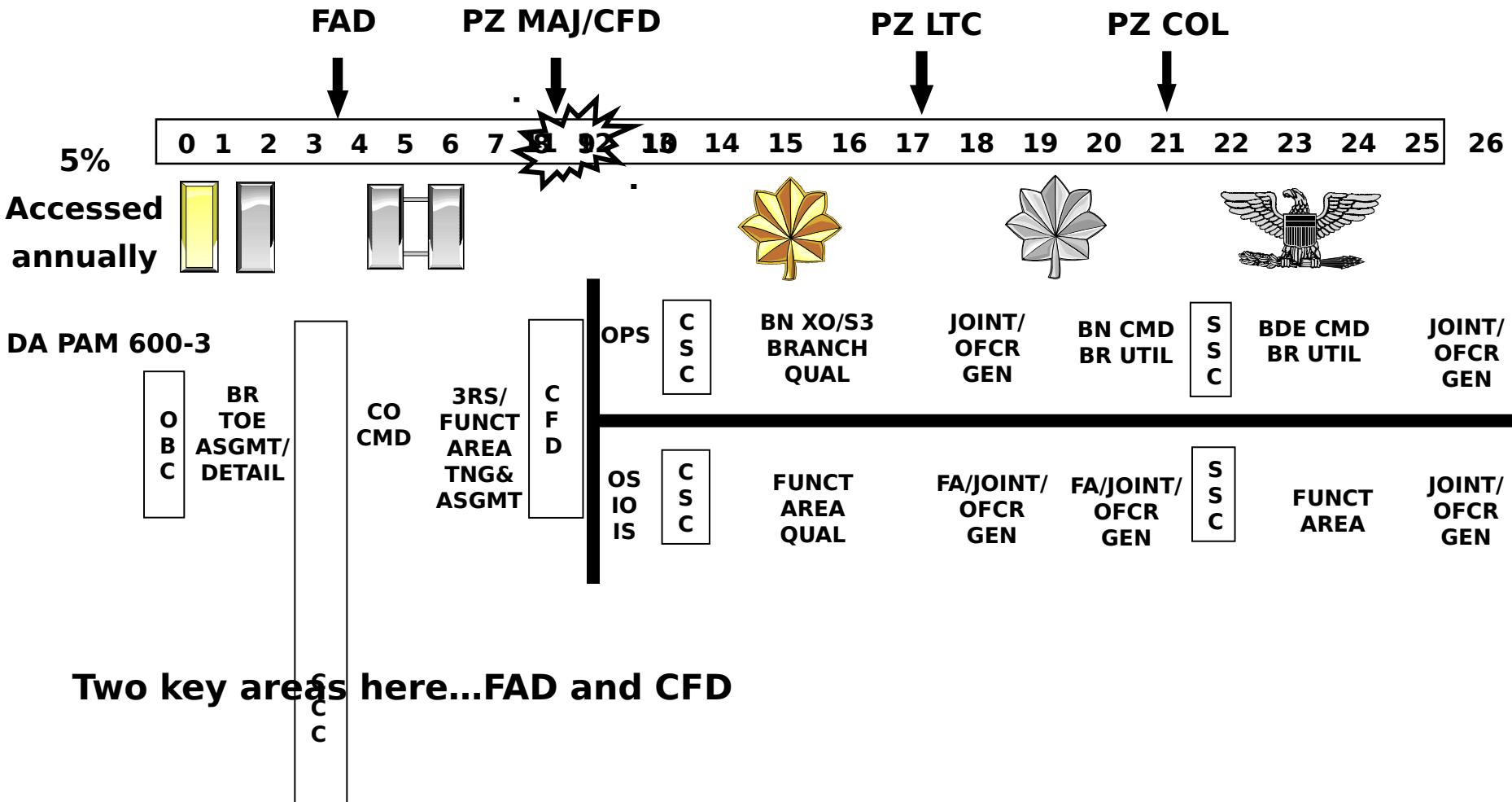
WHITE  
BLACK  
HISPANIC  
OTHER

THE AG CORPS IS MORE REPRESENTATIVE OF SO

As of Nov 03



# Review Career Planning Timeline Officer





# COMMISSIONING

0  
1  
2  
3  
4  
5

## Branch Detail

- PLT LDR
- CO/BTRY XO
- BN STAFF
- CO COMD



## No Branch Detail AGOBC

- G1/PSB/CORPS STAFF
- POST/GARRISON STAFF
- TNG CO PLT LDR/XO
- MEPS
- CO CMD

## AG Non-Troops

- USAREC/MEPS
- POST/GARRISON STAFF
- SCHOOLHOUSE
- MACOM HQ
- ROTC
- AC/RC

## AGCCC (CAS3)

1ST ASGMNT  
AFTER  
CCC

## AG Troops

- PSB DET CMD/STAFF
- DIV/CORPS G1/AG
- PERS GROUP
- FIELD PERSCOM

FA  
Choice



# AG CPT Branch Qualification

---

- Completion of AGCCC (to include CAS3)
- 24 months in a 42 coded position (can be fulfilled concurrently in Command)
- **Command as a Captain**



## 2d ASGN AFTER CCC

7

AG Non-Troops



AG Troops

- PSB DET CMD/STAFF
- DIV/CORPS G1,AG
- PERS GROUP
- FIELD PERSCOM



Non-AG

- NOMINATIVE
- ADV CIVIL SCH
- FA SCH/JOB
- USMA
- BR IMMATERIAL



AG Non-Troops



- USAREC/MEPS
- POST/GARRISON STAFF
- SCHOOLHOUSE
- MACOM HQ
- ROTC
- AC/RC
- HRC

9

## 3d ASGN AFTER CCC

This Assignment May Be Used to Help Round Out  
Officer's Career Pattern, or Satisfy Senior Captain/Junior Major  
Requirements

10

**MAJ  
Board**

**CFD  
Board**

**CGSC  
Board**



# WHERE ARE ALL THE CPTS?

<u>Auths</u>	<u>Inventory</u>
428	630

## Command Queue by months:

**Germany = 12**

**Ft. Campbell = 10**

**Ft. Bragg = 14**

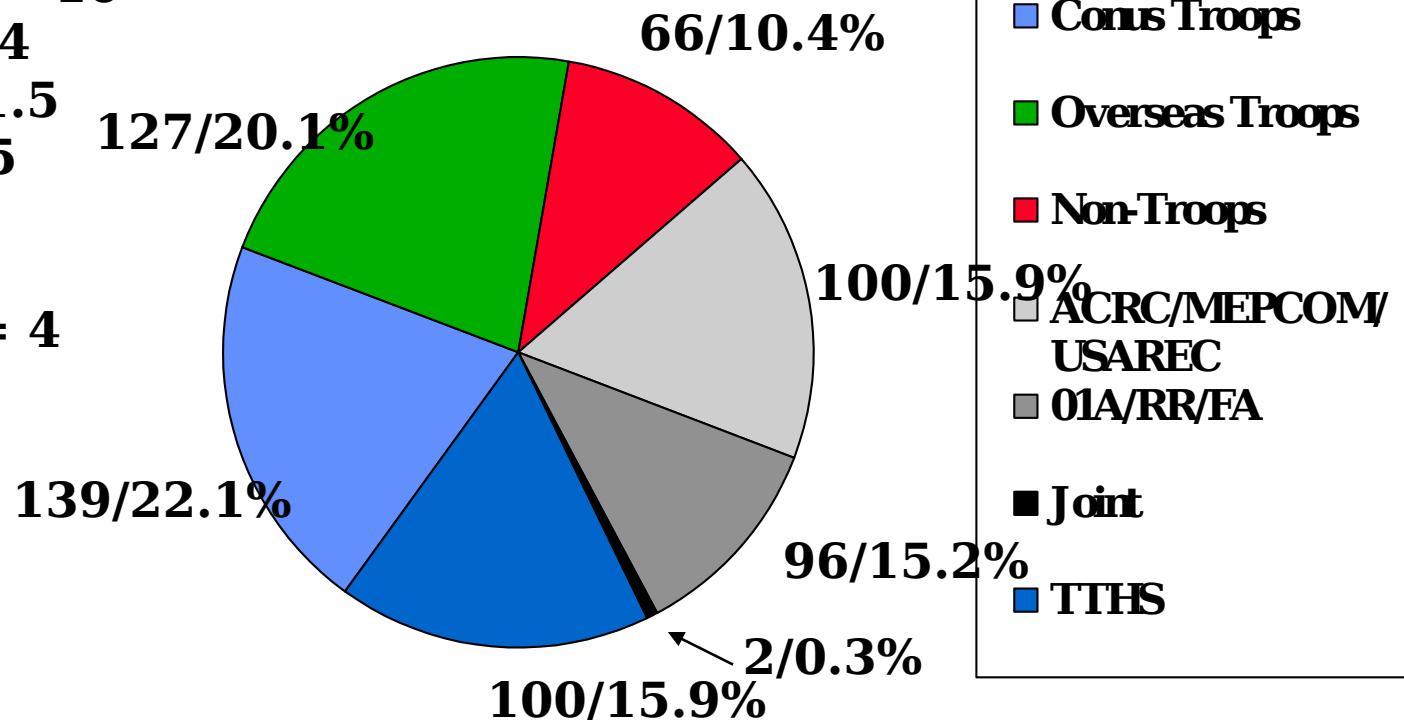
**Ft. Hood = 11.5**

**Ft. Lewis = 15**

**Hawaii = 11**

**Korea = 5**

**Ft. Benning = 4**



**As of Nov 03**

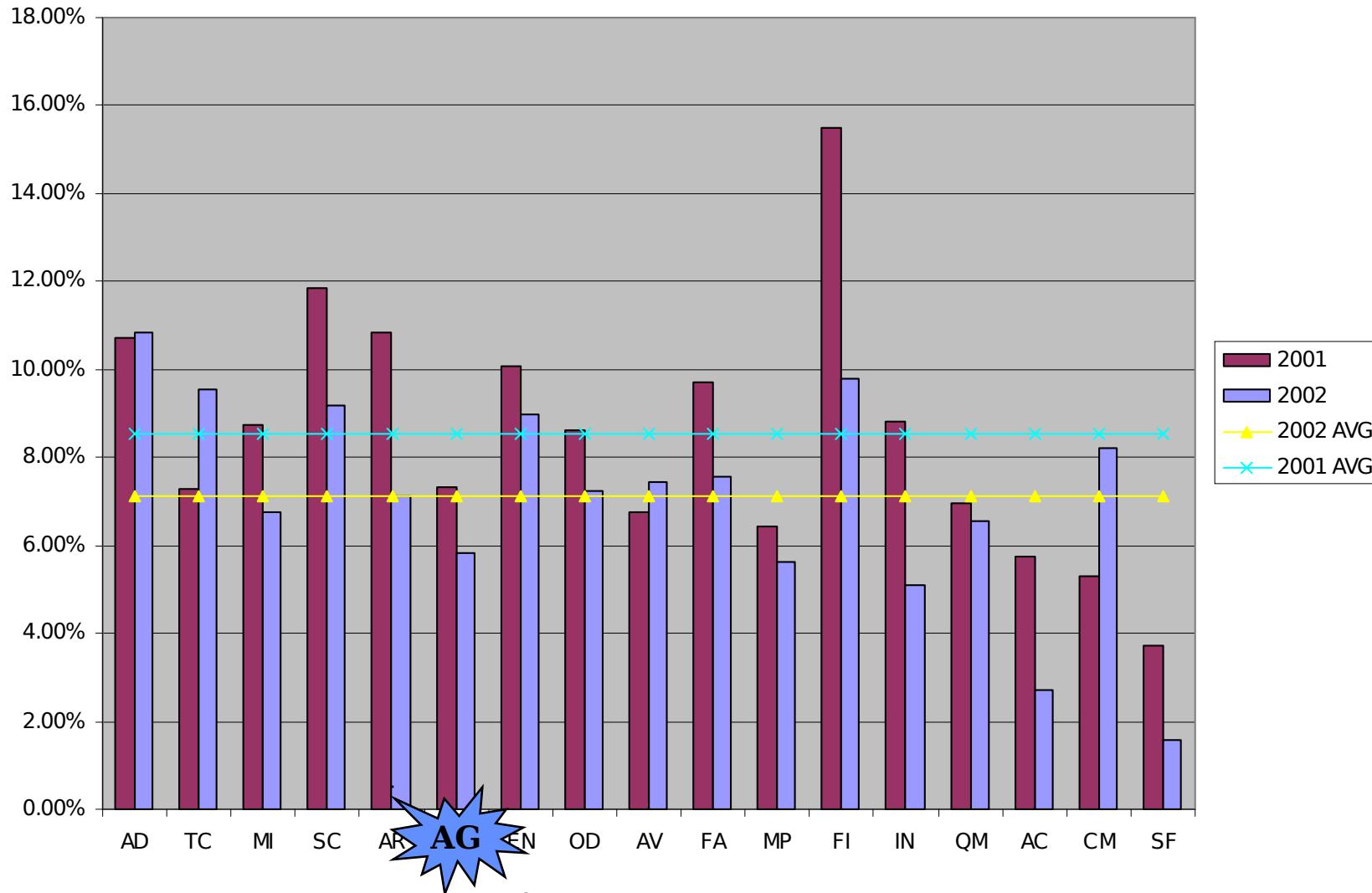


# CPTs ASSIGNMENT CHALLENGES

- **Assignment in FA vs basic branch**
- **USAREC, MEPCOM, AC/RC, . . .**
- **Branch Qualified Inventory**



# ATTRITION RATES





# CPT Attrition Random Thoughts

- **Opportunity vs. frustration**
- **Three biggest reasons:**
  - **Frustration**
  - **Stability**
  - **Want to “make money”**



# CPT Attrition "Make Money"

## LTC/20 yrs.

**FY03 Base Salary =  $\$6,329.07/2 = \$3,164.54 \times 12 = \$37,974.42$**

**Average Life Expectancy =  $76-42 = 34 \times \$38,000 = \$1,292,000$**

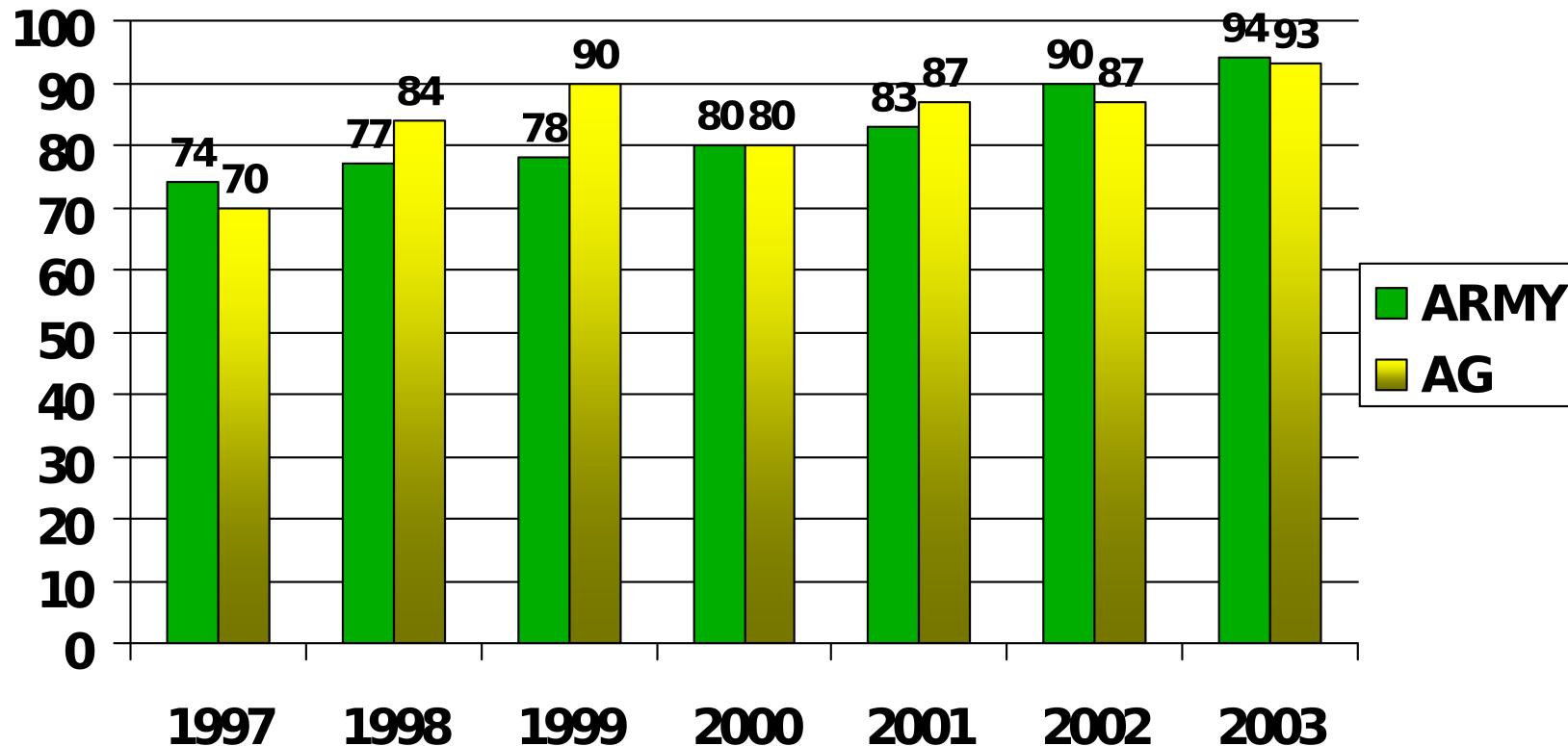
**Retirement Expectation =  $34 \times \$38,000 = \$1,292,000$**

**$30 \times \$38,000 = \$1,140,000$**



# MAJOR SELECTION RATES

%





# UNIVERSAL CSC

---

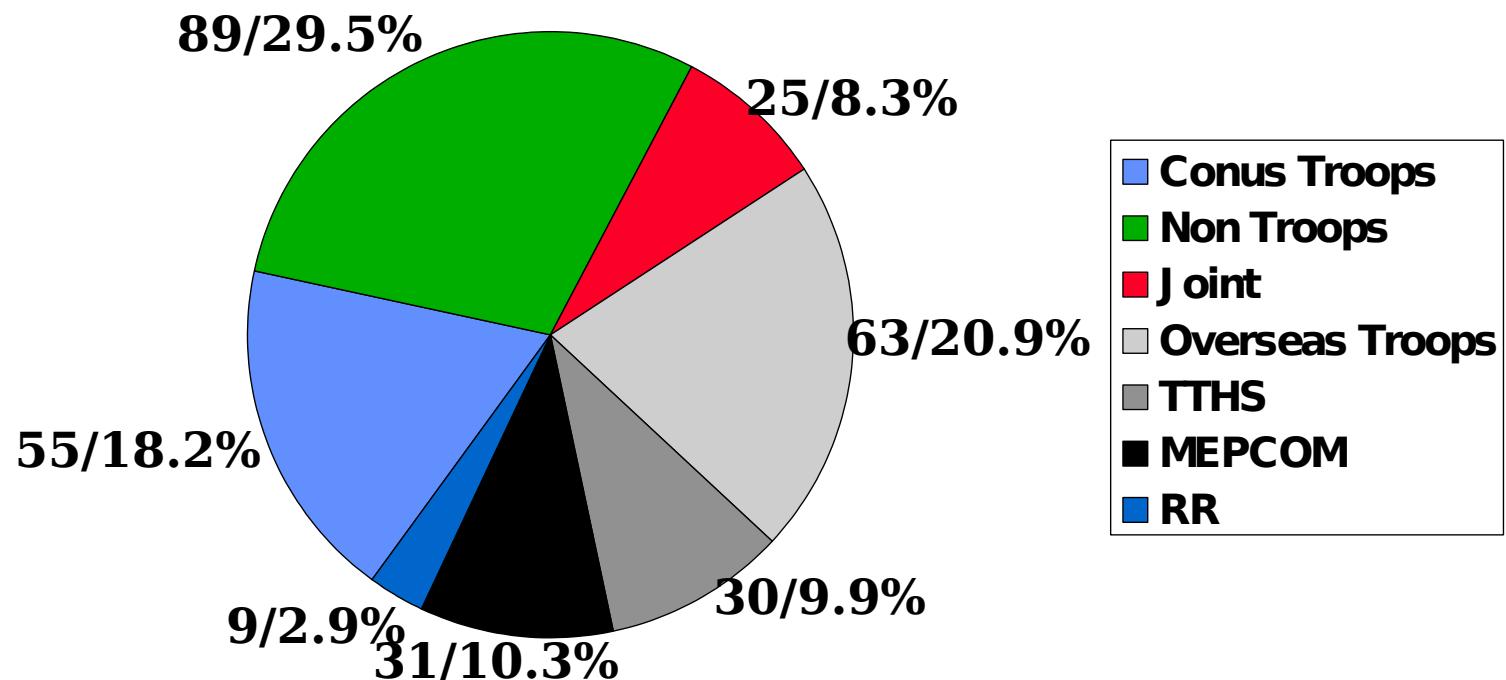
- Starts with YG 94 (AG will go to LVN)
- One more board will select remainder of YG93
- Next two years must work off deferred population
- AG normally slates 26-28 officers to CSC
  - Academic year 04/05 everyone else selected must attend

**No Grandfather Clause--YG 93 & older do books!**



# WHERE ARE ALL THE MAJS?

<u>Auths</u>	<u>Inventory</u>
287	302



As of Nov 03



# MAJs ASSIGNMENT CHALLENGES

- **Joint Lock - 27 MEPs**
- **MEL 4 Slate**
- **ODS / Population Mismatch**
- **Shrinking Inventory**



---

**Battalion level Command...  
a cause for concern???**

**The Answer is...NO!**



# FY 04 CSSD LTC BN Command

## Selection Rates

Branch	#Selected	#Considered	#Eligible	% Competed	% Selected
AG	12	68	85	80.0%	17.6%
FI	7	14	21	66.7%	50.0%
OD	25	171	199	85.9%	14.6%
QM	22	178	222	80.2%	12.4%
TC	23	109	120	90.8%	21.1%
MSC	1				
<b>Total (w/o MSC)</b>	<b>89</b>	<b>540</b>	<b>647</b>	<b>83.5%</b>	<b>16.5%</b>

**FY04 Army Selection Rate 15.4%**



# FY 04 Opportunity for Officers

## Considered First Time

17.6%  
12/68  
all year groups

Branch	#Selected	#Considered	Percent
AG	10	27	37.0%
FI	7	14	50.0%
OD	23	62	37.1%
QM	16	56	28.6%
TC	18	45	40.0%
<b>Total</b>	<b>74</b>	<b>204</b>	<b>36.3%</b>



# **BN COMMAND SELECTION**

## **TRENDS FOR YG86**

**11 of 27 Selected**

**Wide variety of career paths as Major**

**Jackson/COSCOM G1**

**Plans 8th PERSCOM/PSB XO/BDE S-1 Ft. Knox**

**MEPS Cdr/Division Strength Manager**

**III CA/COSCOM G1**

**Plans-Bragg/Cdr-Bragg/TAACOM-Strength Manage**

**Comptroller/Division Strength Manager/PSB XO**

**DA PERSCOM/Division Strength Manager/PSB XO**

**8th PERSCOM/ Jackson/Joint**

**DG1/AG/Pentagon/Joint**



# AG Battalion Commands

---

ODD      EVEN

Personnel Cmd Tact:    Personnel Cmd Tact:

15th PSB, Ft. Hood, TX    38th PSB, Geibelstat, GE

18th PSB, Ft. Bragg, NC    55th PSB, Hanau, GE

22nd PSB, Ft. Lewis, WA    90th PSB, Baumholder, GE

516th PSB, Camp Coiner, Korea    203d PSB, Ft. Wainwright, AK

502nd PSB, Ft. Hood, TX    509th PSB, Camp Casey, Korea

546th PSB, Ft. Hood, TX    510th PSB, Mannheim, GE

556th PSB, Hawaii

TSS:TSS

30th RCP BN, Ft. Benning, GA    369th AG, Ft. Jackson, SC

43rd RCP BN, Ft. Leonardwood, MO    120th AG, Ft. Jackson, SC

46th RCP BN, Ft. Knox, KY    AF SOUTH, Naples IT

95th RCP BN, Ft. Sill, OK

AF NORTH, Naples IT    SSB

82d SSB, Ft. Bragg, NC

101st SSB, Ft. Campbell, KY

3rd SSB, Ft. Stewart, GA

3 Year Commands (MEPS)

Dallas MEPS

Baltimore MEPS

Chicago MEPS



---

# ACC PROMOTION BOARDS



# ACC MAJ BOARD COMPOSITION

- **18 board members**
  - BG as the Board President
  - combination of Colonels and Lieutenant Colonels
  - former or currently in battalion/brig command
  - experience and judgement

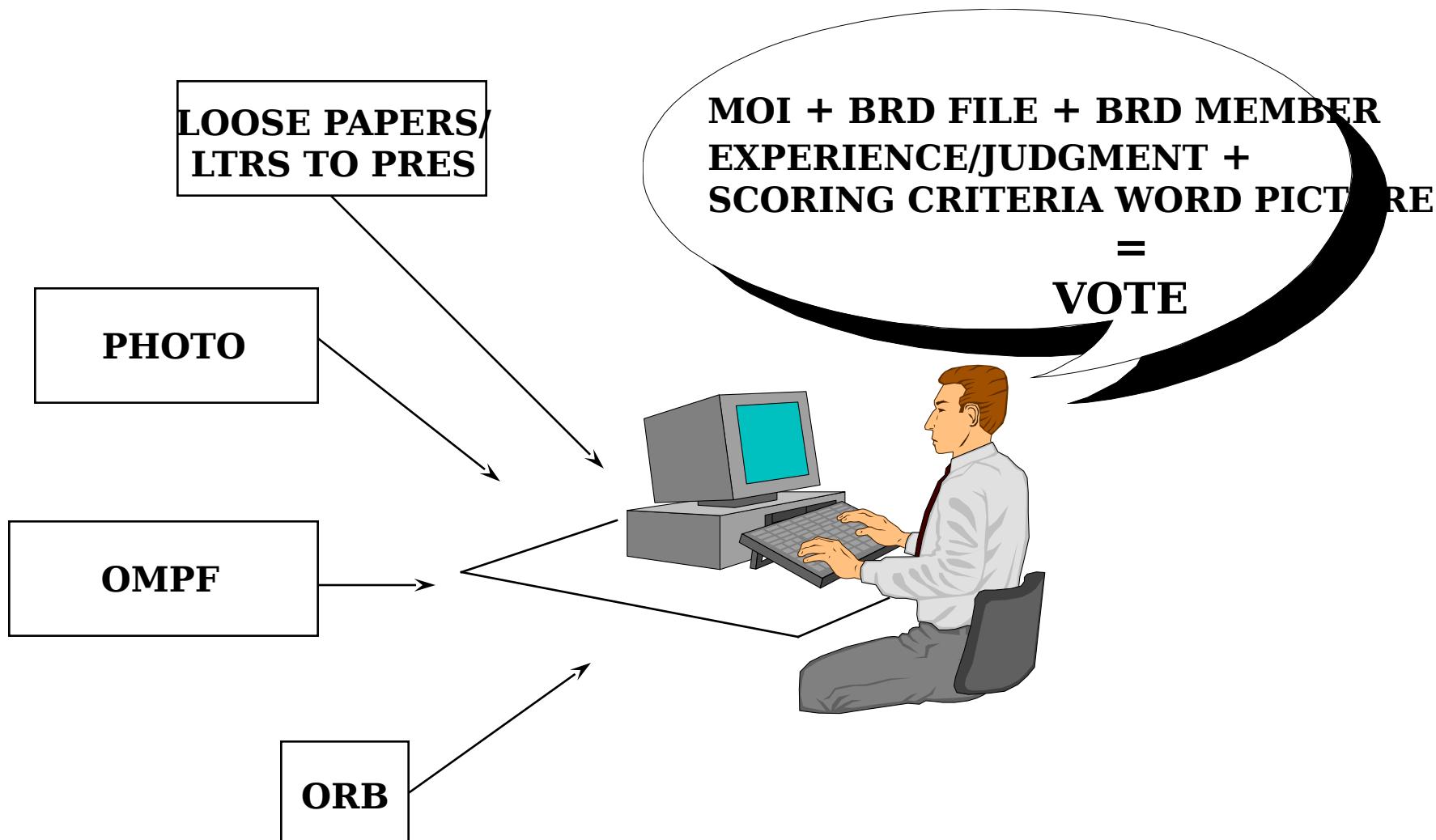


## ~~FILE COMPOSITION (E file)~~

- **Voter Completion Sheet**
- **OMPf-(P fiche)**
- **Board ORB**
- **Photo**
- **Letter to the President/Loose  
Paper**

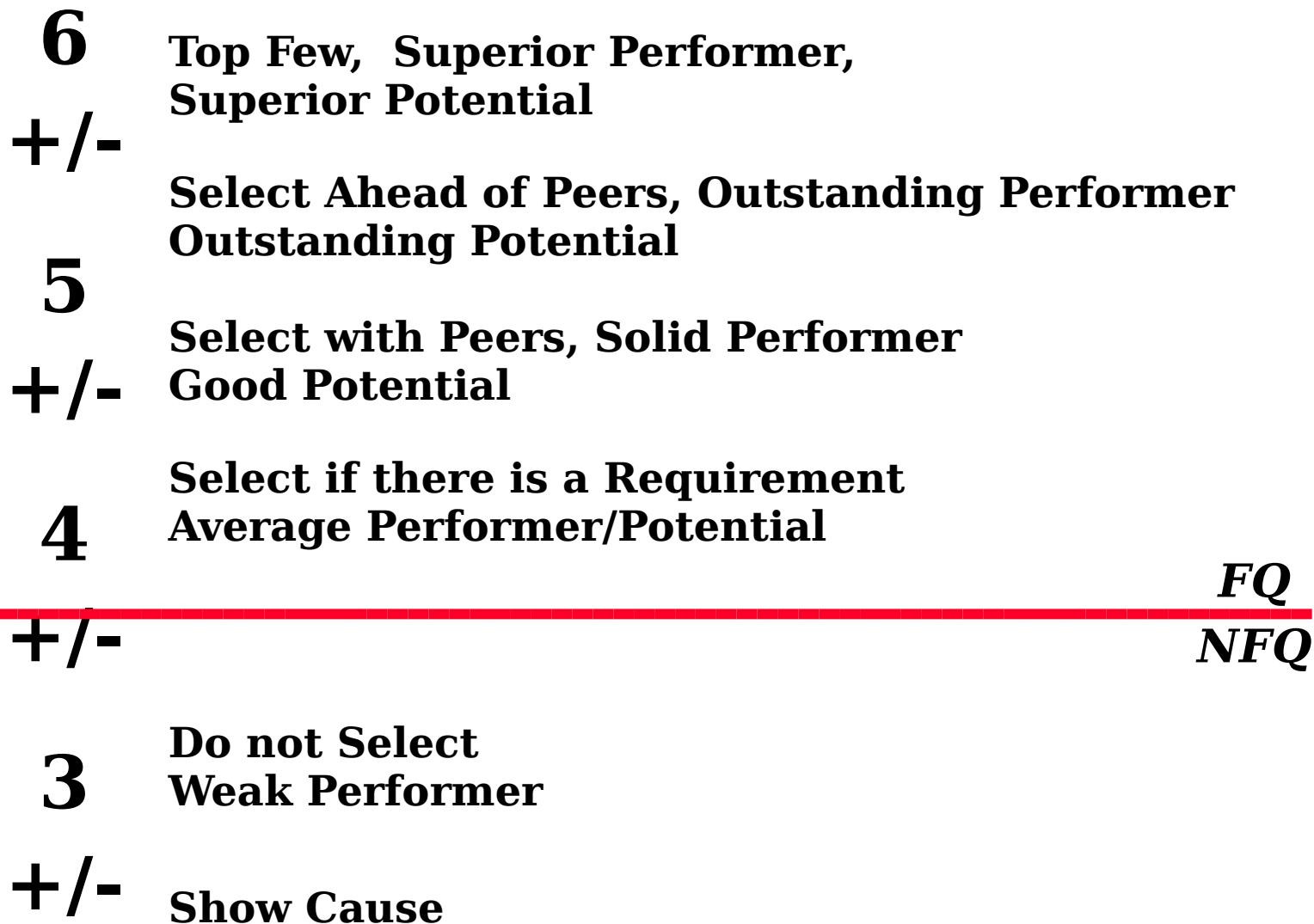


# BOARD DECISION TOOLS





# WORD PICTURE





# Promotion Board Comments

- **Color photo!\***
- **ORB understandable\* (Fwd Spt Bn v. FSB)**
- **Manner of performance - OERs \***
- **Weight**
- **Branch qualification**
- **Letters to the President**
- **Duty descriptions**
- **Senior Rater promotion potential**
- **Words match profile  
(large population)**



**\* Key items in a board file!!**



# OER Trends

AG Specific  
46%/54%



	ACOM	COM	BCOM-R	BCOM-DNR	Not Eval	Total	%ACOM
<b>BG</b>	317	420	0	0	26	763	43.0%
<b>COL</b>	6181	10012	22	16	308	16539	38.1%
<b>LTC</b>	16427	24902	79	33	582	42023	39.6%
<b>MAJ</b>	25172	39102	137	82	591	65084	39.0%
<b>CPT</b>	39641	66561	387	342	895	107826	37.1%
<b>1LT</b>	21408	36949	315	256	184	59112	36.3%
<b>2LT</b>	4008	13147	161	132	5	17453	23.0%
<b>CW4</b>	2472	4805	8	2	101	7388	33.9%
<b>CW3</b>	5640	10309	27	17	154	16147	35.3%
<b>CW2</b>	9878	17023	96	89	162	27248	36.5%
<b>WO1</b>	1074	3179	9	22	0	4284	25.1%
<b>TOTAL</b>	132,218	226,409	1,241	991	3,008	363,867	36.6%

“The vast majority ( 62.2%) of OERs arriving at DA are Center of Mass.”

As of: Nov 03



# CAREER FIELD DESIGNATION

- DA selection board which designates officers to work in a career field or basic branch
- Developed and promoted under OPMS XXI (now OPMS III)
- Officers CFDed will be single tracked for the remainder of their careers



# OPMS III

## Operations

### **Basic Branches**

FA 39 PSYOP and Civil Affairs

## Operational Support (OS)

FA 48 Foreign Area Officer

FA 51 Army Acquisition Corps

## Information Operations (IO)

FA 24 Information Systems Engineering

FA 30 Information Operations

FA 34 Strategic Intelligence

FA 40 Space Operations

FA 46 Public Affairs

FA 53 Information Systems Management

FA 57 Simulations Operations

## Institutional Support (IS)

FA 43 Human Resource Management

FA 45 Comptroller

FA 47 Academy Professor, USMA

FA 49 Operations Research/Systems Analysis

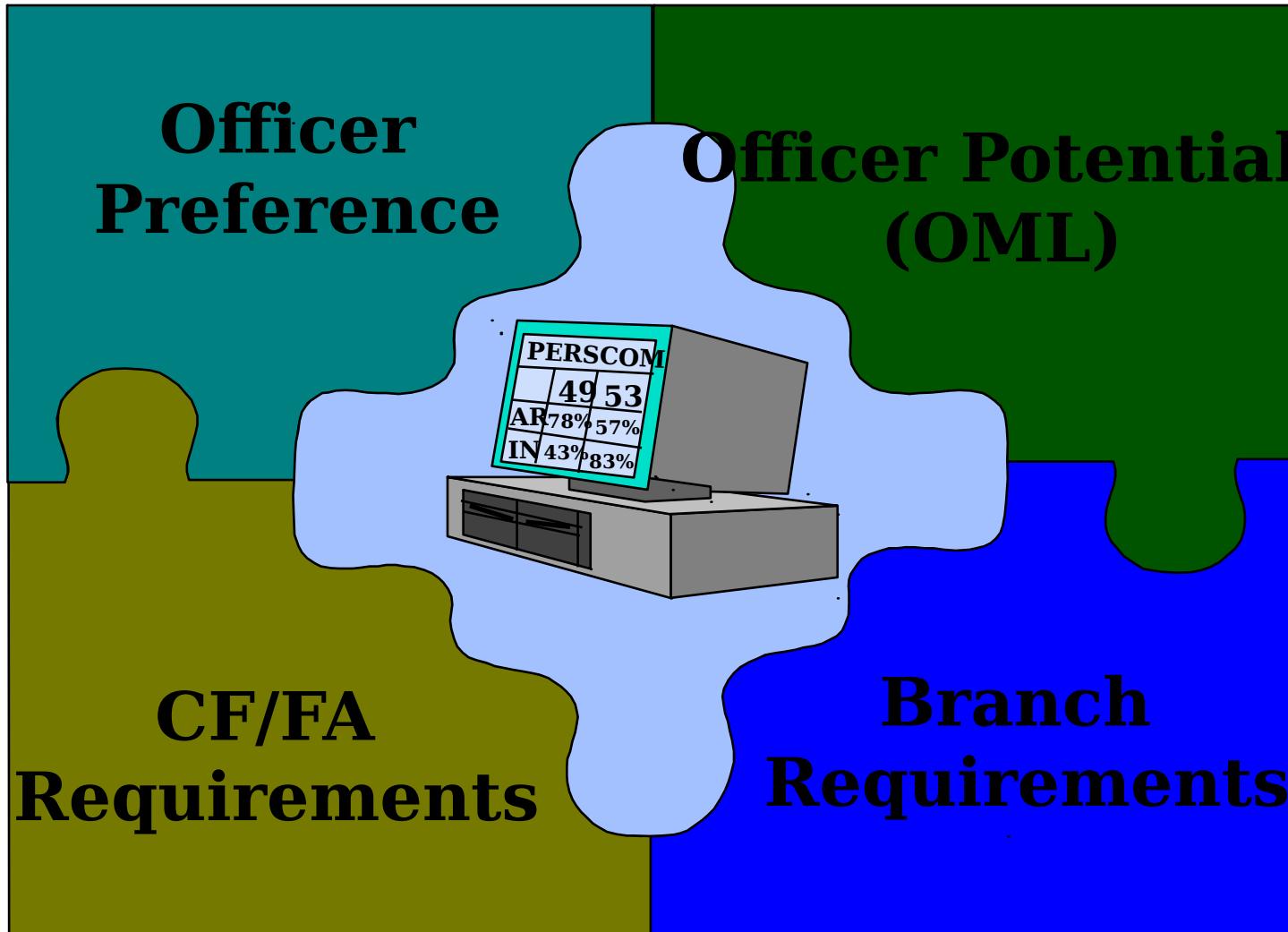
FA 50 Force Management

FA 52 Nuclear Research and Operations

FA 59 Strategic Plans & Policy

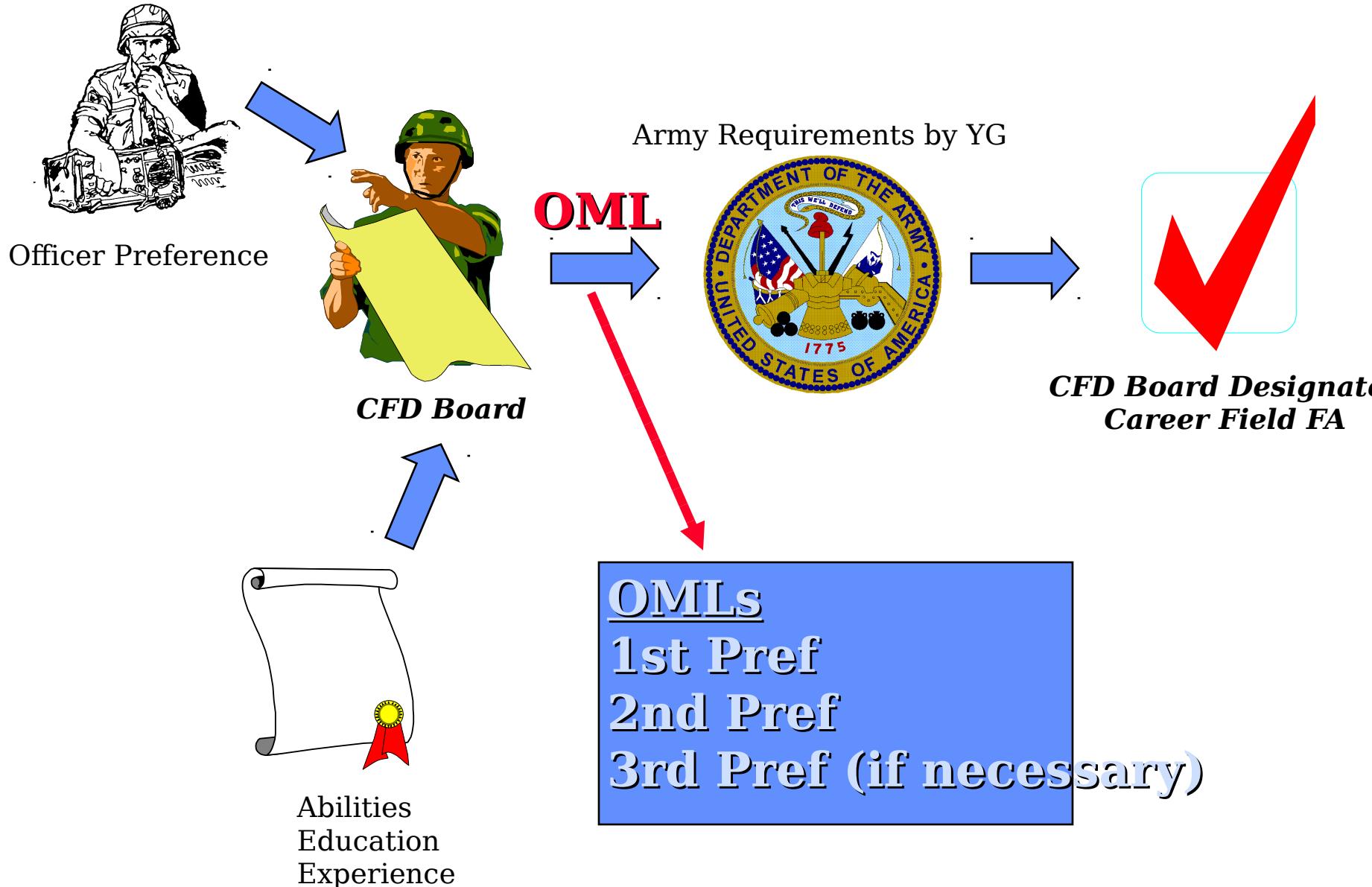


# CFD PROCESS





# CFD PROCESS

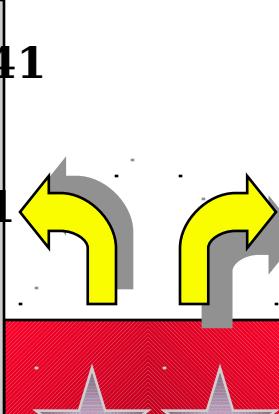




# BOARD COMPOSITION

<u>FA</u> FA 43 FA 45 FA 46 FA 51	ST46	CSS/41
	FI/45	CA/51

Panel A

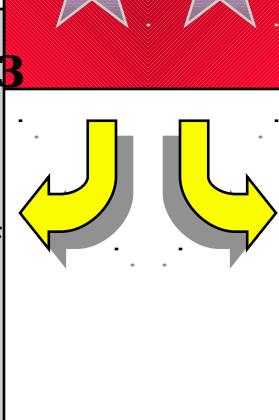


<u>FA</u> FA 40 FA 50 FA 57 FA 59	CA/3R	CA/6Z
	CSA/3Y	FI/CSS

Panel C

<u>FA</u> FA 24 FA 30 FA 49 FA 53	SC/53	CSS/53
	CA/49	CA/54

Panel B



<u>FA</u> FA 34 FA 39 FA 48 FA 52	CA/48	MI/35B
	CM/52	ST39

Panel D

- Technical expertise on each panel



# CFD KEY POINTS

- **Officers have input to the process**
- **Specialty career fields will be competitive**
- **DA board does the designation**
- **CFD is not a functional area designation**



# HELPING YOURSELF





# ASSIGNMENT INFORMATION

- CCC Class Overview
- Distribution Methodology
- Preferences/Other
- CCC Assignment Timeline



# CLASS MAKE-UP

- **41 students**
  - **6 JDs**
  - **4 EFMP**
  - **15 branch detailed/transfers**
  - **25 have been overseas**
  - **29 coming from TOE assignment**
  - **12 coming from TDA assignment**
  - **5 branch qualified**
  - **29 prior service experience**



# **CCC DISTRIBUTION**

## ***OCONUS***

**Germany (5)**  
**Korea (6)**  
**Kuwait (1)**  
**Belgium (1)**  
**Netherlands (1)**

## ***CONUS - with troops***

**Ft. Bragg, NC (2)**  
**Ft. Stewart, GA (2)**  
**Ft. Lewis, WA (1)**  
**Ft. McPherson, GA (3)**  
**Ft. Hood, TX (2)**  
**Ft. Drum, NY (1)**

## ***CONUS - without troops***

**Ft. Huachuca, AZ, (1)**  
**Ft. Jackson, SC (2)**  
**Ft. Benning, GA (2)**  
**Bolling AFB (1)**  
**West Point, NY (1)**

(MEPS)  
**Portland, OR (1)**  
**Albuquerque, NM (1)**  
**Spokane, WA (1)**  
**Pittsburgh, PA(1)**

(USAREC)  
**Fort Knox, KY (1)**  
**Jackson, MS (1)**  
**Oklahoma City, OK (1)**  
**Raleigh, NC (1)**  
**Indianapolis, IN (1)**



# PREVIOUS CCC DISTRIBUTION

## **OCONUS**

**Germany (3)**

**Korea (4)**

**Hawaii (2)**

**Kuwait (1)**

**Kuwait (1)**

**Alaska (1)**

## ***CONUS - with troops***

**Ft. Bragg, NC (4)**

**Ft. Stewart, GA (2)**

**Ft. Lewis, WA (2)**

**Ft. McPherson, GA (1)**

**Ft. Carson, CO (2)**

**Ft. Hood (2)**

**Ft. Benning, GA (1)**

**Ft. Campbell, KY (1)**

**Ft. Polk, LA (1)**

## ***CONUS - without troops***

**Ft. Sill, OK (1)**

**Ft. Jackson, SC (1)**

**Ft. Leonard Wood, MO  
(1)**

**Ft. Benning, GA (1)**

## ***MEPS - without troops***

**New Orleans, LA (1)**

**Portland, ME (1)**

**Harrisburg, PA (1)**

**Detroit, MI (1)**

**San Jose, CA (1)**

## ***USAREC - without troops***

**Bonita Springs**



# GUIDANCE

- Coming from OCONUS = expect to remain in CONUS or vice versa
- Coming from TOE = consider TDA assignment or vice versa
- Branch qualified officers or have successfully completed USAREC = expect USAREC, AC/RC or TDA assignment



# DISTRIBUTION METHODOLOGY

- **Army Assignment Requirements**
- **Your preference**
- **File review/assignment history**
- **By Name Request (BNR)**



# ASSIGNMENT TIMELINE

**Nov: Assignment slate sent down**

**Dec: Received preferences  
Branch visit  
Individual interviews  
CCC distribution finalized  
Send assignments to SGI**

**Jan: Cut RFOS**



***“Soldiering is  
an Affair of the  
Heart”***



# Formula for Success

$$S = (TL^3 + C \pm B^E)$$



# Formula for Success

$$S = (TL^3 + C \pm B^E)$$

Trust your soldiers

Common Sense

Balance

Endurance

Listen to your  
NCOs

Learn from your  
WOs

Lead by example



# AG Branch Formula for Success

- We manage, advise, and assign to provide successful opportunity for qualification to the next higher grade

**Note: We work to provide the opportunity, the rest is up to you**



# Your Success

## Vision vs. Sight

- Professional
- Personal



# Your Success

**S=?**





# Final Leadership Thoughts

- Support Soldiers
- Seek Challenge
- Embrace Change



***AG Branch, OPMD,  
Human Resources Command***

***Questions/Comments??***